



## **DIVERSITY AND INCLUSION POLICY**

Our Diversity and Inclusion Policy (“the Policy”) is formulated to acknowledge the differences of opinions, cultures and contributions of its people and treat all with respect.

- We promote diversity and an inclusive culture in the workplace, that is premised on mutual trust and respect.
- We employ a diverse workforce, tapping into a wide talent pool with different backgrounds and expertise, thereby generating creative solutions and ensuring that the IJM Group maintains its competitiveness in the ever-challenging and globalised business environment.
- We avoid practices and policies that discriminates one’s gender, marital status, race, nationality, ethnicity or age. The overall guiding principles are to promulgate basic human and labour rights and values to achieve organisational goals and maintain sustainable growth through a healthy, harmonious and professional workplace.

The Policy applies to all employees and Directors of the Group.